



core  ignite

Sample CORE Ignite

08 March 2022



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About This Report

This report is based on the CORE™ Ignite Assessment, completed on the 22 February 2022. As a self-report measure, the results reflect the individual's self-perception. Extensive research has shown this to be a good indicator of how people are likely to operate in the workplace. Nevertheless, considerations must be given to the subjective nature of using an individual's self-perception in the interpretation of these data.

It should be noted that the information contained in this report is potentially sensitive and every effort should be made to ensure that it is stored in a secure place.

The information contained within this report is likely to remain a good reflection of the individual's self-perception for 12-24 months, depending upon circumstances. It has been derived from the results of an assessment completed by the respondent and reflects the respondent's selection to the items.

Interpreting This Report

To identify where you sit on the scales being measured, your scores have been compared against the scores of those who have previously completed the assessment and are shown on a standard scale of 1 to 10.

For most sections of the report, these standard scores, or sten scores, have been grouped into 4 bandings to assist with interpretation. These are:

- Band 1: sten 1 to 3
- Band 2: sten 4 to 5
- Band 3: sten 6 to 7
- Band 4: sten 8 to 10

It is important to note that the majority of any population falls between sten 4 and 7 (or bandings 2 and 3). Sten 1 to 3 (or band 1) indicates extremely low to low scores, while sten 8 to 10 (or band 4) indicates high to extremely high scores.

The table below indicates how each banding should be interpreted based on the type of scale being looked at:

	Traits	Competencies	Drivers
Band 1 (sten 1 to 3)	Development Need	Development Need	Low
Band 2 (sten 4 to 5)	Moderately Effective	Moderately Effective	Medium
Band 3 (sten 6 to 7)	Effective	Effective	High
Band 4 (sten 8 to 10)	Highly Effective	Highly Effective	Very High

The Human Edge Global Early Careers Norm Group v1 has been applied to this report.

Introduction

The CORE™ Ignite Assessment assesses the building blocks for an exceptional career.

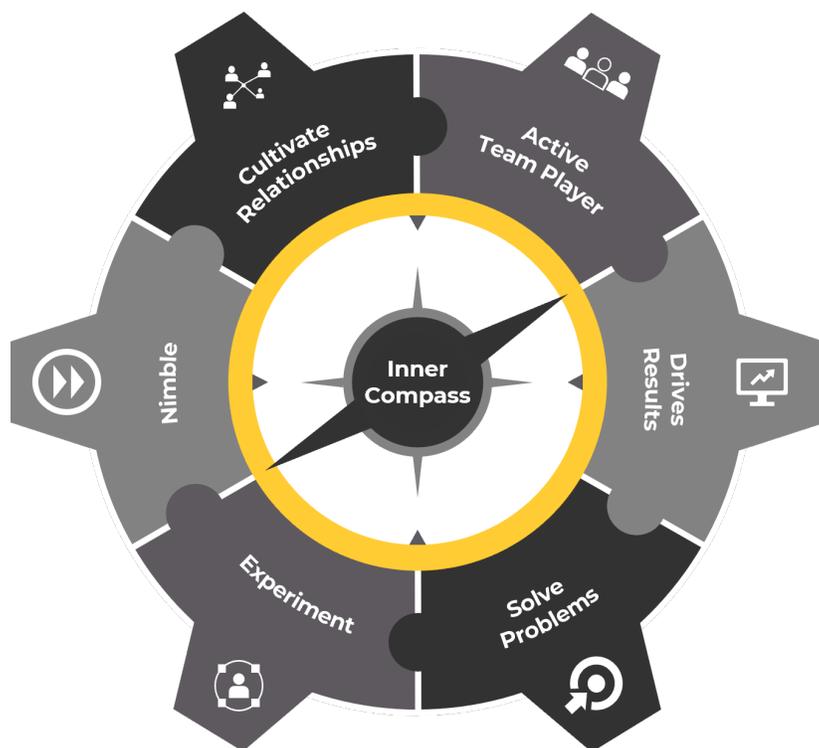
It provides you with insight into your competencies (i.e., skills and knowledge) and personality traits (i.e., inclinations and natural tendencies), identifying areas of strength and development. It also examines your drivers (or motivators) for performance.

Take time to reflect on your report, looking at which strengths you want to leverage, and which areas of opportunities will best help you achieve your career aspirations and enable a higher level of performance.

CORE™ Ignite Model

This report has been created based on the model below which outlines the key building blocks for an exceptional career.

Traits, competencies and related drivers have been mapped to each of these building blocks. An overall level of effectiveness for the mapped traits and an overall level of effectiveness for mapped competencies has been provided for each part of the model to support future career development.



Inner Compass: Awareness of who you are, what you stand for, and your strengths and weaknesses.

Nimble: Ability to adapt to and overcome setbacks, learning from experience and growing capabilities.

Cultivate Relationships: Ability to authentically connect with others, building and maintaining professional relationships and networks.

Active Team Player: Ability to work in a supportive and collaborative manner to achieve shared objectives.

Drives Results: Ability to achieve results through personal action and planning.

Solve Problems: Ability to remain calm in challenging situations and identify suitable solutions to move things forward.

Experiment: Ability to think outside the box, willing to try new approaches or tools to improve processes and practices.

Results Overview

This section provides insight into your strengths and areas of development.

It is important to take time to focus on how you can leverage your strengths and where you can continue to grow in order to move forward.

Strengths

Self-Belief - You tend to be highly optimistic about your ability to effectively cope with any situation that may arise, regardless of the type, level difficulty or area this relates to, readily volunteering to take on more responsibility.

Builds Trust - You quickly and easily gain the trust of others, honoring promises and keeping confidences, with others seeing you as a model of honesty and integrity. You tend to express yourself in a straightforward manner, with a high level of consistency between your words and actions.

Cultural Awareness - You demonstrate a keen awareness of cultural and religious differences, actively seeking to understand these and likely taking them into account when working and communicating with others.

Methodical - You likely demonstrate a high attention to detail, preferring to take a highly ordered, rigorous and systematic approach to work.

Self-Confidence - You view yourself positively, recognizing your value and the value of your capabilities. You likely approach tasks with a high level of confidence, with the belief that you can overcome any difficulties that may arise.

Areas of Development

Risk-Taking - You likely recognize the importance of taking risks for suitable gains when appropriate, but likely focus on the potential negative outcomes of the situation.

Mental Flexibility - You likely reflect on your past experiences at a high level, applying what you have learnt to similar situations going forward; but may miss the broader application of these learnings at times.

Assurance - You tend to feel comfortable in familiar social situations but likely feel unsettled when placed in an unfamiliar social setting or situation.

Assertiveness - While you likely prefer that others take the lead in group settings, you are willing to step up when needed and direct the work of others to move things along, sharing strong opinions when asked.

Perspectives - You likely see the value in the differing perspectives and viewpoints of others, but may not actively seek these out or explore them in detail, with your level of openness to these depending on the situation.

Results Overview

Drivers

Drivers are the internal values, motivators and interests which drive performance, influence choices and career aspirations.

The tables below show the drivers that you find most motivating and demotivating, based on the 10 measured within the CORE™ Ignite Assessment.

Top 3 Drivers

Excellence - You show a strong preference for taking pride in your work, highly motivated by achieving excellence and establishing a high level of professional delivery.

Achieving Results - You are likely highly motivated by achieving and accomplishing results, even when faced with challenging or stretch situations, seeking to set goals and put long-terms plans into place.

Experimentation - You show a preference for experimenting with new ideas and solutions, likely feeling motivated when trying new ways to tackle problems.

Bottom 3 Drivers

Activity - You show a preference for working at a leisurely pace, but are likely comfortable balancing multiple deliverables or multi-tasking at times.

Collaboration - You are likely motivated by working alone, but may be open to working collaboratively with others in order to achieve results when needed.

Grow - You likely find everyday tasks motivating, preferring to rely on your current skillset when possible but open to expanding your skillset when required or encouraged.

Additional Insights

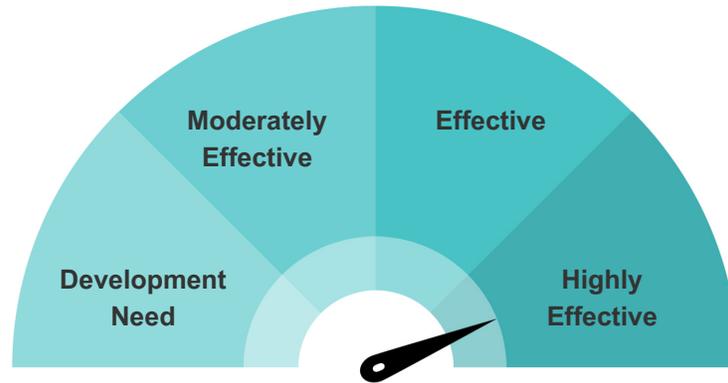
The results below provide insight into additional factors that have been identified as important for an effective career.

	Low	Medium	High	Very High	Score
Learning Agility You are likely able to understand and explore new situations at a fast pace, moving between different ideas or concepts as needed. You likely reflect on past experiences, able to apply learnings to new or novel situations, even if the original situation or experience was notably different.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	6
Emotional Intelligence You demonstrate a high level of awareness around your own and others emotions, easily recognizing, understanding and managing these. You tend to know what people need from you without being told, likely coming across as calm and understanding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	8

Inner Compass

The Inner Compass looks at an individual's awareness of who they are, what they stand for, their strengths and weaknesses, and their belief and confidence in their abilities. Together this guides a person's aspirations, decisions, actions, and attitudes, keeping them centered.

Inner Compass Overall Trait Effectiveness



Inner Compass Traits

Your results suggest that Inner Compass Traits is an area of exceptional strength for you.

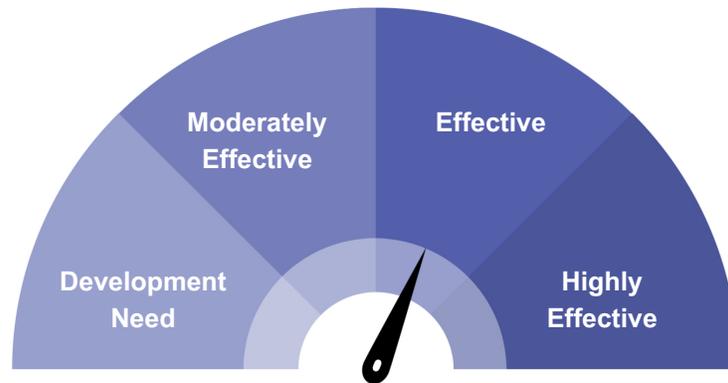
Score

10

Trait Scales	Score	What this means for you
Self-Awareness	8	You demonstrate an understanding of your strengths and weaknesses, recognizing how your behavior impacts others with a willingness to learn from and adapt to situations as needed.
Self-Belief	10	You tend to be highly optimistic about your ability to effectively cope with any situation that may arise, regardless of the type, level difficulty or area this relates to, readily volunteering to take on more responsibility.
Self-Confidence	9	You view yourself positively, recognizing your value and the value of your capabilities. You likely approach tasks with a high level of confidence, with the belief that you can overcome any difficulties that may arise.

Inner Compass

Inner Compass Overall Competency Effectiveness



Inner Compass Competencies

Your results suggest that Inner Compass Competencies is an area of strength for you.

Score

7

Competency Scales	Score	What this means for you
Centered	7	You are very clear on your values and how these drive most of your decisions and behaviors. You trust yourself and your values to guide you, and if external circumstances disturb you, you can easily reframe the situation and find your equilibrium.
Stress Tolerance	8	You tend to thrive in highly stressful or pressured situations, demonstrating an increased level of focus and productivity, remaining centered and objective when faced with unexpected problems.

Related Drivers

Passion & Meaning

You are likely motivated by working on projects or tasks that are meaningful to society and/or reflect what you stand for.



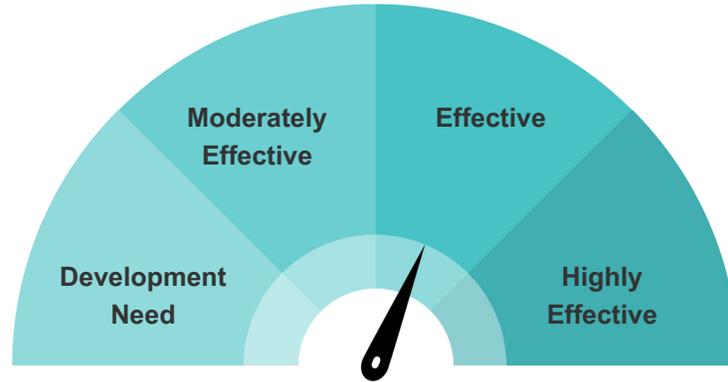
Score

6

Nimble

The Nimble building block looks at an individual's ability to adapt to and overcome setbacks, their capacity to learn from past experiences and grow their capabilities, as well as their willingness to persist and push themselves.

Nimble Overall Trait Effectiveness



Nimble Traits

Your results suggest that Nimble Traits is an area of strength for you.

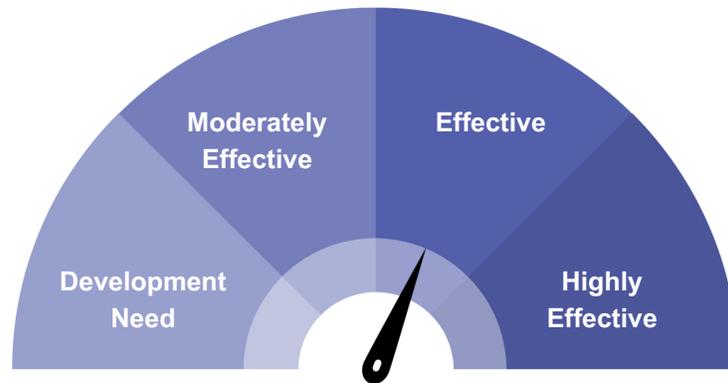
Score

7

Trait Scales	Score	What this means for you
Optimism	7	You likely see the positives in a situation, with the ability to quickly reframe things in order to move past disappointments.
Persistence	8	You are willing to persevere in order to achieve your objectives even in the face of criticism or unexpected obstacles, demonstrating passion in your work as well as a high achievement drive.
Growth Mindset	8	You likely believe that if you work hard enough you can learn anything and achieve any goal. You enjoy trying new things, seeking out challenges to help you grow and seeing failure as an opportunity to learn.
Intellectance	8	You quickly and accurately process new or complex information, demonstrating a clear understanding of what this means and how it links to seemingly unrelated pieces of data.
Mental Flexibility	4	You likely reflect on your past experiences at a high level, applying what you have learnt to similar situations going forward; but may miss the broader application of these learnings at times.

Nimble

Nimble Overall Competency Effectiveness



Nimble Competencies

Your results suggest that Nimble Competencies is an area of strength for you.

Score

7

Competency Scales	Score	What this means for you
Bounce Back	7	You tend to remain productive when faced with setbacks or failure, likely focusing on the task at hand and its objectives in order to move past these.
Adaptability	5	You are likely to demonstrate a confident demeanor in changing situations, but may struggle to maintain a positive attitude when faced with unexpected obstacles or adversity, taking time to adjust to new situations or circumstances.
Manages Ambiguity	8	You tend to feel energized when faced with ambiguity and uncertainty, adapting quickly to changing conditions while effectively navigating and managing risk to move things forward, even when the solution or outcome isn't certain.

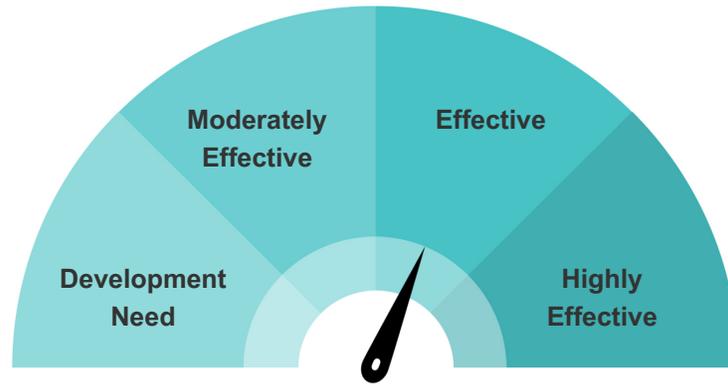
Related Drivers

	Low	Medium	High	Very High	Score
Activity You show a preference for working at a leisurely pace, but are likely comfortable balancing multiple deliverables or multi-tasking at times.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	4
Grow You likely find everyday tasks motivating, preferring to rely on your current skillset when possible but open to expanding your skillset when required or encouraged.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	4

Cultivate Relationships

The Cultivate Relationships building block looks at an individual's ability to authentically connect with others, their capability to build professional relationships and networks, as well as manage and maintain these once established.

Cultivate Relationships Overall Trait Effectiveness



Cultivate Relationships Traits

Score

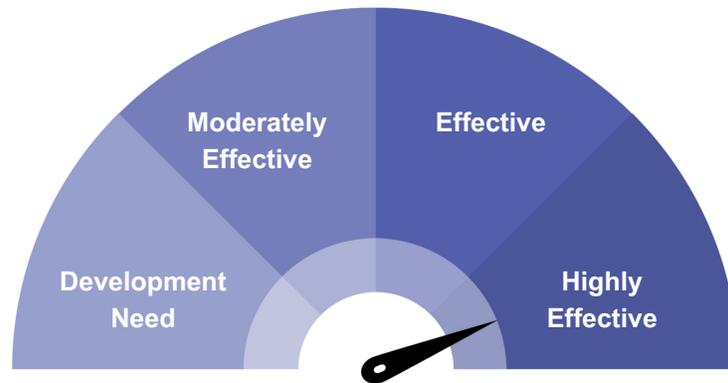
Your results suggest that Cultivate Relationships Traits is an area of strength for you.

6

Trait Scales	Score	What this means for you
Amicable	7	You likely prefer taking a caring and supporting approach when interacting with others, rarely coming across as uncooperative or combative.
Empathy	8	You are likely to have a keen understanding of others, taking an empathetic approach when interacting with those around you, recognizing what people need from you without being told.
Assurance	4	You tend to feel comfortable in familiar social situations but likely feel unsettled when placed in an unfamiliar social setting or situation.

Cultivate Relationships

Cultivate Relationships Overall Competency Effectiveness



Cultivate Relationships Competencies

Score

Your results suggest that Cultivate Relationships Competencies is an area of exceptional strength for you.

8

Competency Scales	Score	What this means for you
Relationship Management	8	You proactively establish long-lasting working relationships with others, willing to invest high levels of effort into managing and maintaining these, looking for ways to enhance the partnership both during and after projects have been completed.
Perspectives	5	You likely see the value in the differing perspectives and viewpoints of others, but may not actively seek these out or explore them in detail, with your level of openness to these depending on the situation.
Cultural Awareness	9	You demonstrate a keen awareness of cultural and religious differences, actively seeking to understand these and likely taking them into account when working and communicating with others.
Interpersonal Savvy	8	You are able to build immediate rapport with a range of people, even in difficult or tense situations, quickly getting to know others and easily understanding interpersonal and group dynamics, reacting appropriately across different situations.
Builds Networks	6	You likely build strong formal and informal networks, maintaining these relationships across a variety of functions and locations and drawing upon these to exchange ideas, resources, and know-how.
Builds Trust	10	You quickly and easily gain the trust of others, honoring promises and keeping confidences, with others seeing you as a model of honesty and integrity. You tend to express yourself in a straightforward manner, with a high level of consistency between your words and actions.

Related Drivers

	Low	Medium	High	Very High	Score
Caring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	5
You show a preference for maintaining a professional distance with others, but are likely willing to put some effort into cultivating trusting working relationships.					

Active Team Player

The Active Team Player building block looks at an individual's ability to work in a supportive and collaborative manner in order to achieve shared objectives and produce something greater than themselves.

Active Team Player Overall Trait Effectiveness



Active Team Player Traits

Your results suggest that Active Team Player Traits is an area of strength for you.

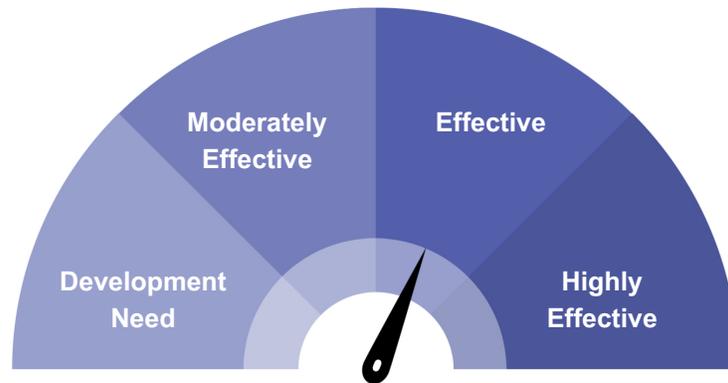
Score

6

Trait Scales	Score	What this means for you
Warmth	6	You are likely seen as compassionate and approachable by others, forming close relationships once you have got to know someone.
Sociable	6	You likely enjoy being part of the group and working with others, but are equally comfortable working independently when needed.

Active Team Player

Active Team Player Overall Competency Effectiveness



Active Team Player Competencies

Your results suggest that Active Team Player Competencies is an area of strength for you.

Score

6

Competency Scales	Score	What this means for you
Cooperation	7	You tend to work collaboratively with others, balancing personal goals with those of the team in order to achieve objectives, taking time to listen to and explore team members' ideas and opinions, while willing to support those who want to take risks.
Supporting	5	While you tend to prefer focusing on your own work, you are willing to support others when asked, open to taking on additional tasks to assist when possible.
Daring	5	You likely attempt to tackle challenging situations, seeing the value of facing things head-on. However, you may shy away from these at times if they are unfamiliar or overly challenging, seeking to avoid difficult conversations where possible, especially if these may lead to conflict in the future or may damage a future relationship.

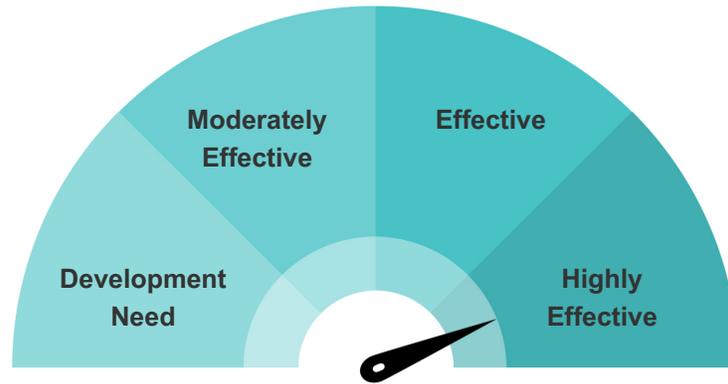
Related Drivers

	Low	Medium	High	Very High	Score
Supporting Others You are likely motivated to work on your own tasks or projects, but are likely open to aiding and supporting others with problems when needed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	5
Collaboration You are likely motivated by working alone, but may be open to working collaboratively with others in order to achieve results when needed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	4

Drive Results

The Drive Results building block looks at an individual's drive to achieve results through personal action and planning, their willingness to take independent action and ability to make the most out of available resources.

Drive Results Overall Trait Effectiveness



Drive Results Traits

Score

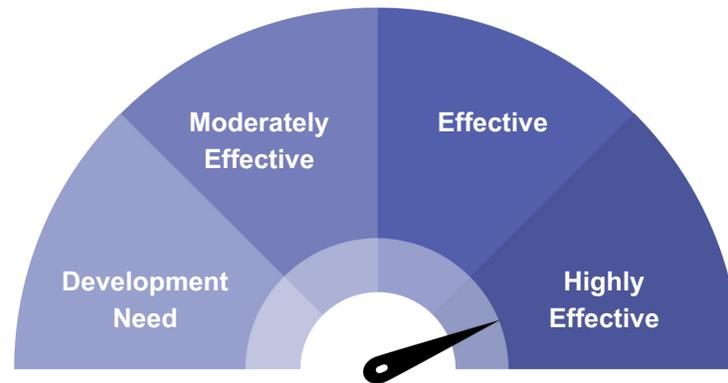
Your results suggest that Drives Results Traits is an area of exceptional strength for you.

8

Trait Scales	Score	What this means for you
Self-Discipline	9	You tend to be highly self-motivated, maintaining your focus on tasks for as long as needed in order to achieve your set goals and rarely allowing yourself to become distracted.
Methodical	9	You likely demonstrate a high attention to detail, preferring to take a highly ordered, rigorous and systematic approach to work.
Assertiveness	5	While you likely prefer that others take the lead in group settings, you are willing to step up when needed and direct the work of others to move things along, sharing strong opinions when asked.

Drive Results

Drive Results Overall Competency Effectiveness



Drive Results Competencies

Your results suggest that Drives Results Competencies is an area of exceptional strength for you.

Score

8

Competency Scales	Score	What this means for you
Accountability	8	You readily assume responsibility for your work, following through on the commitments you make, taking full ownership of your actions, decisions, successes and failures, actively clarifying responsibilities and measures of success.
Planning & Organizing	8	You plan work well in advance where possible, breaking complex projects down into sequences of smaller steps in order to achieve objectives. You likely review and track work progress, putting contingencies in place and quickly adjusting plans as needed, easily identifying activities with the highest priority and setting aside less critical tasks in order to manage your time and workload.
Communicates Effectively	8	You deliver messages in a clear and concise manner, actively listening to others and checking audience understanding, adjusting your written and verbal communication style in order to meet the needs of your intended audience and be effective across a variety of settings.
Persuades	7	You tend to position views and arguments appropriately to gain support and buy-in from others, navigating tough situations without damaging relationships. You likely respond effectively to the reactions and positions of others, modifying your arguments as needed to tell a compelling story.
Technical Savvy - Use	6	You tend to get the most out of workplace technologies, understanding the best use of these and adapting quickly to new technology, with this having little to no negative impact on your levels of productivity.
Customer Centric	8	You anticipate customer needs, regularly seeking to provide services that go beyond expectations, and using customer insights to drive and guide the development of new offerings. You tend to build, grow, and maintain profitable and long-lasting relationships with key customers/accounts.
Takes Initiative	6	You readily take action when working on a task, willing to take on challenges without unnecessary planning or delay. You likely demonstrate a can-do attitude in good and bad times, able to get things done with minimal guidance from others.

Drive Results

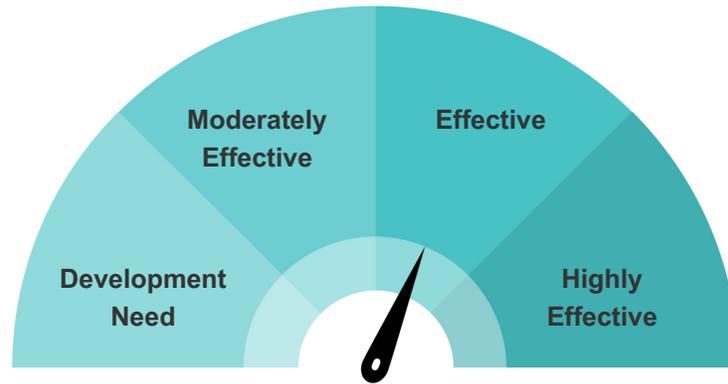
Related Drivers

	Low	Medium	High	Very High	Score
<p>Achieving Results</p> <p>You are likely highly motivated by achieving and accomplishing results, even when faced with challenging or stretch situations, seeking to set goals and put long-term plans into place.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	9
<p>Excellence</p> <p>You show a strong preference for taking pride in your work, highly motivated by achieving excellence and establishing a high level of professional delivery.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	10

Solve Problems

The Solve Problems building block looks at an individual's ability to remain calm in challenging situations, taking a objective and thoughtful approach in order to identify the most suitable solution to a problem or issue.

Solve Problems Overall Trait Effectiveness



Solve Problems Traits

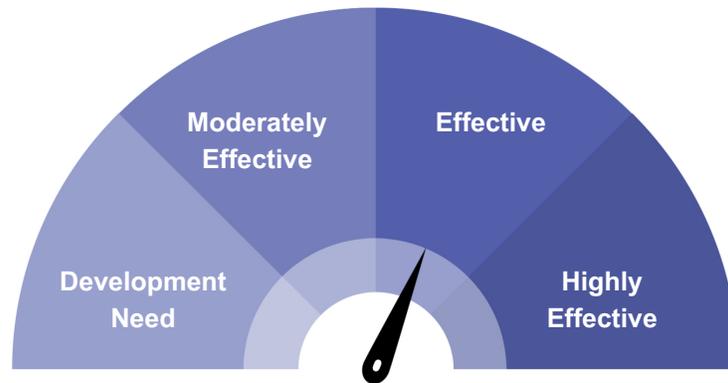
Your results suggest that Solve Problems Traits is an area of strength for you.

Score
7

Trait Scales	Score	What this means for you
Deliberation	7	You tend to consider the likely consequences of your actions or decisions beforehand, engaging in high level reflection of the potential wider impact or implication of these.
Composure	7	You are likely to maintain a calm and understanding manner most of the time, but may come across as somewhat impatient when faced with overly challenging situations.

Solve Problems

Solve Problems Overall Competency Effectiveness



Solve Problems Competencies

Score

Your results suggest that Solve Problems Competencies is an area of strength for you.

7

Competency Scales	Score	What this means for you
Critical Thinking	5	You tend to evaluate information in a logical or rational manner to reach a conclusion, but may instinctively trust information from known sources, resulting in a limited view of the situation at times.
Problem-Solving	7	You tend to proactively look for solutions when problems arise, breaking the issue down to understand them and propose feasible solutions, drawing on the insights of others when needed.
Organizational Interest	7	You show an interest in learning about the political complexities, culture and nuances of an organization, seeking to understand the unwritten rules and identify who the key decision-makers are. You likely see the value of engaging in organizational politics in relation to your work.

Related Drivers

Challenge

You likely find challenging projects motivating, comfortable pushing yourself outside your comfort zone and working with complexity.



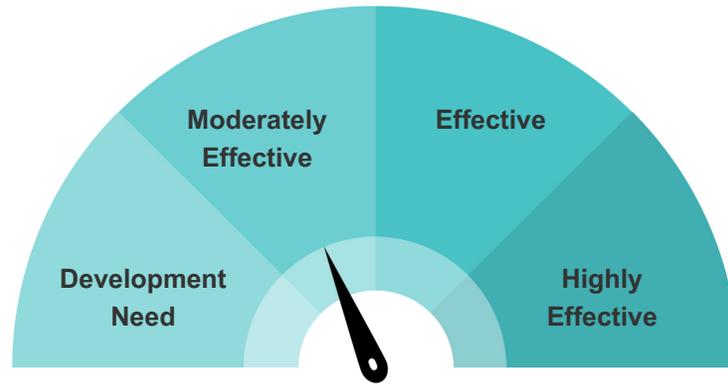
Score

6

Experiment

The Experiment building block refers to an individual's ability to think outside the box, and their willingness to try new approaches or tools in order to improve processes and practices.

Experiment Overall Trait Effectiveness



Experiment Traits

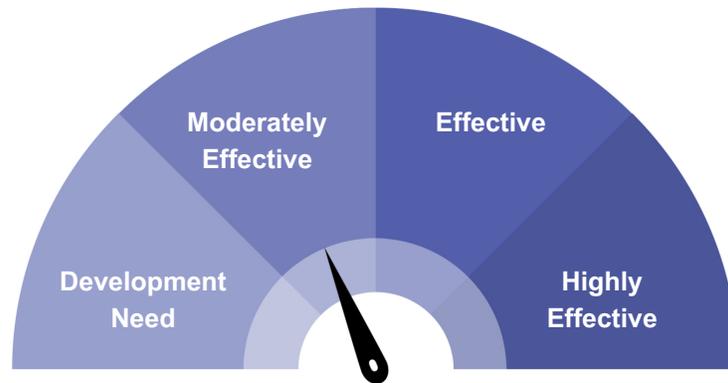
Your results suggest that Experiment Traits is an area of moderate strength for you.

Score
5

Trait Scales	Score	What this means for you
Risk-Taking	4	You likely recognize the importance of taking risks for suitable gains when appropriate, but likely focus on the potential negative outcomes of the situation.
Curiosity	7	You tend to explore situations or ideas, asking multiple in-depth questions to understand the wider context but may limit your focus when time or resources are limited.

Experiment

Experiment Overall Competency Effectiveness



Experiment Competencies

Score

Your results suggest that Experiment Competencies is an area of moderate strength for you.

5

Competency Scales	Score	What this means for you
Continuous Improvement	6	You tend to review the processes necessary to get work done, reflecting on the effectiveness of these and quickly identify the root cause of any problems that arise, altering processes to ensure that any inefficiencies are adequately addressed so that the same mistake do not happen again.
Technical Savvy - Identify	5	While you recognize the value of appropriately investing into emerging technologies, you tend not to seek out new technology for the organization, not always knowing where to start or preferring to let others do this instead.

Related Drivers

Experimentation

You show a preference for experimenting with new ideas and solutions, likely feeling motivated when trying new ways to tackle problems.



WHAT OUR CLIENTS

gain _____ ■



Inspiration

We fuel desire for understanding peoples' talents and strengths at a deeper level, so they never stop learning and growing.



Confidence

Belief is power. We help empower individuals and organizations to grow with confidence, take risks and inspire others.



Opportunity

We champion the power of possibility and the lifelong pursuit of endless opportunity and achievement.



Results

We deliver. Everything we do is to help individuals, teams and organizations succeed at every level.



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